



2004 Annual Report

Reflections from the Director

FY2004 was an exceptionally challenging year for the staff of the National Employee Development Center.

The design, development, marketing, delivery, and evaluation of 74 courses was accomplished with the assistance of numerous individuals within and outside of the Natural Resources Conservation Service. Of particular note are those individuals who served on the “Instructor Cadre” for each course. NEDC implemented an Awards Program during the past fiscal year and seven Outstanding Instructors were chosen.

These individuals include: James Johnson, Mississippi; Don Shanklin, Texas; Lyn Townsend, Oregon; Jimmy Lansford, Tennessee; Jim Wood, Vermont; Earl Lockridge, Nebraska; and William Kuenstler, Texas. While the contribution of all instructors working with NEDC has been noteworthy, these individuals awarded as Outstanding Instructors have excelled in the classroom.

NEDC has forged ahead with an initiative to offer college credits to NRCS employees who successfully complete certain courses. The following universities and colleges are partnering with NEDC to develop the initiative: Texas A&M, Southern University, Pan American University, University of Puerto Rico at Mayaguez, California Polytechnic University, and the University of Hawaii.



*Charles R. Adams, Director
National Employee
Development Center*

In FY2004 NEDC established a National Technical Service Provider Training Coordinating Group. This group consists of both internal and external conservation partners. These partners developed an action plan necessary to guide the training effort for Technical Service Providers.

Due to limited space, we are unable to showcase the many accomplishments of the NEDC staff. If you would like to know more about the many areas of training in which NEDC is involved, please visit the rest of our web site at www.nedc.nrcs.usda.gov.

NEDC Significant Accomplishments for 2004

In FY2004, the National Employee Development Center delivered over 5100 training events to NRCS employees, conservation partners, and other conservation-related organizations.

One of the most significant accomplishments in FY2004 was the conversion from an previous IT administrative system to a new, improved IT administrative system that supports the delivery of web-based training, enrollment, and testing.

In May, 2004 this new system was implemented. It significantly reduces the NEDC workload by supporting e-mail notifications, testing using ToolBook software, capturing training completions automatically in a participant's I-CAMS training history, and allowing participants to print Certificates of Completion on their individual computer.

Summary of NEDC courses delivered during FY2004:

Civil Rights Compliance in Program Delivery:
8 sessions -- 280 employees trained

Westwide Snow Survey:
1 session -- 56 employees trained

Digital Soil Survey Mapping and Updating:
This course, developed in 2004, provides training in the use of GIS software for onscreen soil survey mapping and editing. It focuses on enabling soil survey project offices to efficiently produce quality SSURGO (State Soil Survey Geographic Database) products. The training covers advanced features of the most current GIS software, such as ArcGIS 8.4 and 3dMapper. To date three sessions have been held with 80 participants trained and five sessions are scheduled for FY2005.

Contract Administration for Construction Contracts: 3 sessions -- 75 participants trained

Prescribed Burning Tall Grasses:
2 sessions -- 25 participants trained

Prescribed Burning:
1 session -- 32 participants trained

Prescribed Burning Short Grasses:
1 session -- 11 participants trained

Introduction to Aerial Photography for NRI:
1 session -- 21 participants trained

Soil Bioengineering:
1 session -- 25 participants trained

Rangeland Ecology I:
2 sessions -- 55 participants trained

Rangeland Ecology 2:
1 session -- 20 participants trained

Working Effectively with Livestock Producers: 1 session -- 32 participants trained

Introduction to Digital Remote Sensing:
1 session -- 21 participants trained

Plant-Herbivore Interactions:
1 session -- 19 participants trained

Basic Field Conservation:
17 sessions -- 377 participants trained

Conservation Buffers: 6 sessions -- 102 participants trained

Areawide Conservation Planning:
3 sessions -- 58 participants trained

Wetland Restoration, Management, and Compatible Use: 3 sessions -- 70 participants trained

Wetland Restoration and Enhancement:
3 sessions -- 70 participants trained

Concrete Fundamentals:

4 sessions -- 95 participants trained

Construction Inspection:

3 sessions -- 88 participants trained

Liner Design for Animal Waste Containment:

1 session -- 27 participants trained

Soil Compaction and Field Control:

2 sessions -- 45 participants trained

Water Quality Resource Assessment:

2 sessions -- 48 participants trained

NRCS Education Grants Program: 44 NRCS employees were selected nationwide in May, 2004 to participate in the NRCS Education Grants Program. The selected employees are currently taking a variety of courses and curriculum related to the NRCS Mission.

Managing for Excellence:

7 sessions -- 213 participants trained

Supervising for Excellence:

8 sessions -- 224 participants trained

Effective Interpersonal Skills:

8 sessions -- 204 participants trained

The Effective Facilitator: 5 sessions -- 102 participants trained. This course was redesigned and piloted in 2004.

Effective Presentations: This new course was piloted in 2004 and 8 sessions were delivered training 107 participants.

New Professional Engineers, Geologists and Landscape Architects:

2 sessions -- 57 participants trained

In FY2004, NEDC took over management and delivery of the *Leader in You* Satellite Broadcast Training Series and delivered six broadcasts of the training series.

Capitol Hill Workshop: 3 sessions -- 99 participants trained. This class was expanded to include modules with the NRCS Congressional Relations Staff and a tour of the Capitol.

Working Effectively with Alaska Natives:

1 session -- 34 participants trained

Working Effectively with American Indians:

2 sessions -- 83 participants trained

Consultation with American Indian Governments:

1 session -- 31 participants trained

Hydrology Tools for Wetland Restoration and Determination: 1 session -- 25 students trained

Hydric Soils for Wetland Delineation:

3 sessions -- 79 participants trained

A Framework for Stream Corridor Restoration:

1 session -- 26 participants trained

Economics of Conservation Planning:

6 sessions -- 152 participants trained

RC&D Concepts:

2 sessions -- 51 participants trained

RC&D Area Planning and Implementation:

3 sessions -- 81 participants trained

Advanced Hydrologic and Hydraulic Models in Water Resource Planning: This session was piloted in FY2004 and 12 participants trained

Self-study Delivery with Web-Based Enrollment/Testing:

Agricultural Waste Management Systems - A Primer: This self-study course has had over 1600 requests for materials since its inception. The program is now available to Technical Service Providers as well as NRCS employees and conservation partners.

Agricultural Waste Management Systems - Level 2: This self-study course delivered via CD-ROM and workbook has had 1300 participants. It is required for CNMP Certification and Technical Service Providers.

Soil Mechanics Training Series and Hydrology Training Series: Over 200 participants requested these two self-study programs in FY2004.

Soil Properties and Interpretations: 38 participants requested materials for this self-study course.

Introduction to Water Quality: This self-study course trained 640 participants. The course is being revised by a design team to make the program technically specific. Current training materials, such as printed materials and videos, will be replaced by DVD media. This will reduce the cost of delivering the program.

Water Quality Monitoring: This self-study course has had 582 federal and non-federal participants since its inception.

Nutrient Management Track: 545 participants

Pest Management Track: 525 participants

Rehabilitation of Aging Watershed Dams: This self-study training course was delivered via CD-ROM to 28 participants in FY2004.

Sexual Harassment: On going self-study training program.

Web Based Courses:

The Introduction to Field Office Technical Guide was delivered to 1386 participants online.

Introduction to NRCS was delivered online to 1170 participants.

Conservation Planning, Part 1 was delivered to 625 participants online.

Conservation Planning on Cropland was delivered to 115 participants online.

Cultural Resources Training Series, Part 1 was delivered to 406 participants online.

The NEDC staff members are:

Charles Adams	Chris Larson
Sue Brooks	Tony Lovell
Leah DeHoust	Brenda Moore
Dave Drennan	Roger Montague
Carolyn Emmert	Bob Rymell
Valerie Gilley	Margaret Sears
Janet Hebert	Georgia Spiller
Jacqueline Horne	Ian Tuttle
Marci Janik	Janie Wade
Jerry Williams	
Sudha Sripameswaran	

